

# WOMEN IN BANKING & FINANCE

## MENTORING FOR SUCCESS 2021



women  
banking  
and  
finance

The goal of this structured and interactive program is to help promote and develop women for senior leadership roles in the banking and finance industry.

The program facilitates a mentoring relationship between professional women in middle to senior management and senior leaders (men & women) who can genuinely foster a culture of inclusion within their organisations and the industry.

The program really provided lots of tips and insights into how to be a more effective mentor, how to lead effectively with a diversity lens and how to better flex and adapt my style to suit the situation.

- MENTOR 2020

"I have been energised by my learning and my sessions with the group, and with my mentor. I feel confident to be able to weave my learning into a real work and career context. This program has been an invaluable experience for me."

- MENTEE 2020

### ABOUT THE PROGRAM

Successful leadership today and in the future will need to be inclusive and agile to forge innovation and solve new, more challenging problems. The Mentoring for Success program will provide mentees and mentors with a unique forum to engage in actionable, personalised and experiential inclusive leadership development.

This initiative combines informal and formal sessions between mentees and mentors with a structured and interactive program of events and workshops over six months.

The formal sessions facilitated by Serendis provide career, leadership and mentoring development frameworks to drive the mentoring conversations as well as broader skill development of the participants.

In addition to the facilitated sessions, six to eight one-on-one sessions between mentee/mentor pairs are recommended over the course of the program.

### PROVEN RESULTS

#### FOR MENTEES THE PROGRAM IMPROVES

- Clarity and confidence in driving career
- Personal brand and network (internal and external)
- Influencing skills
- Inclusive leadership skills

#### MENTORS REPORT

- Significant impact on their inclusive leadership awareness and practice
- Enhanced mentoring and coaching skills
- Growth of their personal leadership impact

### A BROADER PERSPECTIVE = MORE OPPORTUNITY

#### CROSS-INDUSTRY PROGRAM:

The diversity provides a unique opportunity for hearing different perspectives and enhances positive connections

#### THOROUGH MATCHING PROCESS:

The process for matching mentees with mentors across different organisations is rigorous and draws upon extensive information gathered from the participants

#### SKILLS IN INCLUSIVE LEADERSHIP:

Supporting a diversity of talented individuals to develop their readiness for senior leadership roles; and enhance inclusive leadership capabilities of current leaders

#### FULLY SUPPORTED:

Participants are supported throughout the program by experienced executive coaches and are provided with data to drive their personal goals

### WHO ARE OUR PARTICIPANTS?

Our participants will be joining a select cohort of high calibre peers in the banking and finance sector from across Australia.

Mentees on the program are women in middle to senior management, who are nominated by their organisations in recognition of their talent and leadership potential. Mentors are senior executives in leadership positions who have also been selected by their organisations.

## FULL PROGRAM DETAILS

In 2021, WiBF and Serendis are delighted to offer 2 Mentoring Programs to cater for the differing member requirements:

- A hybrid face-to-face and virtual program, with workshops and events held in Sydney
- A virtual program open to Mentees and Mentors across Australia

EVENT	SYDNEY HYBRID	VIRTUAL
<b>Applications Due</b> Mentee and Mentor applications to be submitted to Serendis and approved by organisation.	Thursday 11th Mar	Thursday 11th Mar
<b>Matching Process</b> Serendis process application forms, conducts interviews and HBDI surveys, determines optimal matching of mentees and mentors.		April
<b>Mentee Initial Workshop*</b> A leadership development program to provide impactful content for the mentoring conversations.	Monday 3rd May 9am - 4pm (face to face)^	Wednesday 19th May 9am - 11.30am
<b>Mentee Initial Workshop (Part 2)*</b>	-	Thursday 20th May 9am - 11.30am
<b>Mentor Initial Workshop**</b> A workshop to introduce the program and give mentors additional tools and strategies to support women in this program.	Thursday 13th May 3pm - 5pm (face to face)^	Thursday 27th May 3pm - 5pm
<b>Program Launch</b> First introduction between mentees and mentors.	Thursday 13th May 5pm - 6.30pm (face to face)^	Thursday 27th May 5pm - 6.30pm
<b>Mentor Advanced Skills Workshop (Optional)**</b> A workshop to offer Mentors an opportunity to deepen their mentoring and coaching techniques.	Tuesday 1st Jun 12.30pm - 2pm (virtual)	Thursday 10th Jun 12.30pm - 2pm
<b>Inclusion360 Debrief</b> An opportunity to gain feedback from your colleagues in relation to your inclusive leadership behaviours through the Serendis 360 inclusion instrument.	Tuesday 15th Jun 12pm - 2pm (virtual)	Tuesday 13th Jul 12pm - 2pm
<b>Mentee Networking Event (Optional)*</b> Mentees meet each other in an informal setting and practice their networking skills.	Thursday 15th Jul 6pm - 7pm (face to face)^	Tuesday 29th Jul 12pm - 1pm
<b>Program Check-in and Signature Strengths Workshop</b> A workshop designed to help mentees identify their individual signature strengths alongside their mentor.	Tuesday 10th Aug 11am - 2.30pm (face to face)^	Thursday 12th Aug 11am - 2.30pm
<b>Developing a Resilient Mindset Workshop</b> This workshop introduces concepts of neuroplasticity and cognitive awareness to build and enhance mental resilience and grit.	Tuesday 31st Aug 12pm - 2pm (virtual)	Tuesday 14th Sep 12pm - 2pm
<b>Panel Discussion*</b> A panel of senior mentors will answer mentees' questions and share insights about their careers.	Tuesday 5th Oct 12pm - 2pm (face to face)^	Thursday 14th Oct 12pm - 2pm
<b>Grand Finale</b> Close of the 2021 Mentoring Program.	Thursday 4th Nov 5pm - 6.30pm (face to face)^	Tuesday 16th Nov 5pm - 6.30pm

\*Mentee only session \*\*Mentor only session

^ Subject to COVID19 health restrictions and the approval of Corporate Members to host and attend in-person events

## KEY DETAILS

### COST

Mentee: \$5,500 (incl. GST) | Mentor: no fee

Please ensure your organisation has approved your participation and program fee prior to applying for the program.

## FOR MORE INFORMATION

Lauren Einfeld | Senior Consultant  
02 8278 7440 | lauren@serendis.com.au

Jen Dalitz | CEO WiBF  
0437 646 664 | ceo@wibf.org.au